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Security Information

MEMORANDUM FOR: The Director of Central Intelligence

SUBJECT: Allowances to Agency Officers and Employees for
Education of Minor Dependents

1. PROBLEM

What, if any, legislation should be sought by the Agency concerning allowances for the education of minor dependents of officers and employees while accompanying such personnel at permanent stations outside the continental United States?

2. FACTS BEARING ON THE PROBLEM

- a. The Agency does not now have either formal policy or consistent practice concerning educational allowances for school-age dependents of its personnel stationed in foreign countries or in United States possessions and territories.
- b. Legal opinion states that there is no uniform or specific authority within the Agency to expend money for such educational allowances.
- c. Post differential payments made to employees of this Agency are based on a variety of hardship factors and paid as a percentage of the employee's salary without regard to existence or number of dependents.
- d. Educational facilities for school-age dependents in various locations, particularly in foreign countries, are frequently unsuitable, inferior, excessively expensive, or non-existent.
- e. The military services have authority to pay tuition costs for dependents of their military personnel and civilian employees at foreign military posts.

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f. Other governmental agencies, including Department of State, do not have authority to pay allowances for education of dependents of their employees overseas.

g. The Bureau of the Budget has sponsored a committee, including representatives of State, MSA, Defense and CSC, to draft an "Overseas Civilian Service Act" to consolidate and revise the laws relating to overseas and territorial civilian employees. A sixth draft provides in pertinent part:

"(4) An education allowance or grant as follows:

(1) An allowance to assist an employee

- (a) to provide for the elementary and secondary education of his minor dependents, including costs of tuition, board and room, correspondence courses and related costs;
- (b) to transport his minor dependents, whenever adequate elementary and secondary educational facilities are not available at the post at which he is serving, to and from the nearest locality where such facilities are available."

3. DISCUSSION

a. The concept of Career Service in the Agency contemplates that employees serve, when and where required, in the best interests of the Agency. It is inevitable that many employees with minor dependents will be required to serve in localities without adequate elementary and secondary educational facilities while accompanied by such dependents.

b. It is therefore considered that an allowance for elementary and secondary level education of minor dependents of such employees is a legitimate goal for this Agency.

c. Legislative precedent for such allowances exists with reference to the military services.

d. It is desirable that legislation permit such allowances to be authorized, in the discretion of the DCI, in United States possessions and territories as well as in foreign countries.

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e. One vehicle for the establishment of adequate authority is the draft legislation sponsored by the Bureau of the Budget to equalize, by payment of an allowance, the costs of education of minor dependents overseas.

4. CONCLUSIONS

a. Payment to officers and employees of an allowance for elementary and secondary level education of minor dependents in their company while serving in localities without adequate educational facilities or where the costs of such facilities are excessive would serve to encourage career service.

b. Legislative authority in addition to that now extended to the Agency is necessary before such allowance may be paid.

c. The purpose of such allowance should be to assist the officer or employee to provide for elementary and secondary education of minor dependents but not to pay all costs directly and indirectly connected with such education.

d. Factors which should be considered in computing such allowance are:

(1) Curriculum generally equivalent to that available in the public schools of Washington, D. C.;

(2) The amount of tuition and fees charged for minor dependents attending the public schools of Washington, D. C.;

(3) Tuition, board, and room, correspondence courses and related costs; and,

(4) Transportation to and from the nearest locality where generally equivalent curriculum is available.

e. Legislation should authorize allowances, as required, for personnel stationed in foreign countries and in United States possessions and territories.

f. The Agency should seek legislation on this subject in the alternative, as follows:

(1) Include required specific authority in an Agency legislative program designed to further career service in the field of national intelligence;

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(2) In the event the Agency should not advance a legislative program, then support legislation advanced by the Budget Bureau for general application to governmental agencies and obtain extension of such legislation to this Agency; or,

(3) If neither of the above is feasible during the next session of the present Congress, then budget specifically for such allowances in the next Agency appropriation bill thus seeking to establish annual legislative precedent and authority for such allowances.

5. RECOMMENDATIONS

It is recommended:

- a. That the CIA Career Service Board adopt the above conclusions and secure approval by the Director of Central Intelligence,
- b. That the Office of the General Counsel be requested to draft appropriate legislation,
- c. That the Assistant Director of Personnel be requested to prepare justification and supporting data adequate to support the desired legislation,
- d. That the Deputy Director (Administration) be requested to assume over-all responsibility for action.